

CONFIDENTIAL

CENTRAL INTELLIGENCE AGENCY

REPORT

INFORMATION FROM

FOREIGN DOCUMENTS OR RADIO BROADCASTS CD NO.

COUNTRY North Korea

DATE OF INFORMATION 1950

SUBJECT Political

HOW PUBLISHED Daily newspapers

DATE DIST. 1 Jun 1950

WHERE
PUBLISHED P'yongyang

NO. OF PAGES 3

DATE
PUBLISHED 2 Feb 1950

SUPPLEMENT TO
REPORT NO.

LANGUAGE Korean

THIS DOCUMENT CONTAINS INFORMATION AFFECTING THE NATIONAL DEFENSE OF THE UNITED STATES WITHIN THE MEANING OF ESPIONAGE ACT 50 U. S. C., 31 AND 32, AS AMENDED. ITS TRANSMISSION OR THE REVELATION OF ITS CONTENTS IN ANY MANNER TO AN UNAUTHORIZED PERSON IS PROHIBITED BY LAW. REPRODUCTION OF THIS FORM IS PROHIBITED.

THIS IS UNEVALUATED INFORMATION

SOURCE Newspapers as indicated.

NORTH KOREA TIGHTENS LABOR DISCIPLINE

ENFORCES NEW LABOR DISCIPLINE RULES -- Kaepyok Sinpo, 2 Feb 50

In a public statement dated 31 January 1950, Premier Kim Il-song and Minister of Labor Ho Song-t'aek of the People's Republic announced the approval, under Cabinet Decision No 27, of the Standard Labor Discipline Rules applicable to all manual and clerical workers of North Korea. The proclamation reads in part, "The cabinet of the People's Republic has adopted the present rules with the purpose of establishing a higher standard of labor discipline in the People's Republic so as to insure a satisfactory accomplishment of the People's Economic Program and all other state projects."

The proclamation provides that the superintendent in each office and factory operated by all state groups [including government agencies and political groups], social organizations, cooperatives, and enterprises in general, hereinafter referred to as workshops, may consult with the respective labor union with which his workshop is affiliated, and formulate by-laws of labor discipline that are most practical to his workshop, in conformity with the Standard Labor Discipline Rules. Such by-laws may become effective upon approval by the local labor-administrative office. With the adoption of the above new rules, the Internal Regulatory Rules for Offices and Factories, adopted and enforced by the Bureau of Labor, North Korean People's Committee, on 20 August 1947, are rescinded.

TO IMPOSE ADMINISTRATIVE PENALTIES ON VIOLATORS -- Nodong Sinmun, 2 Feb 50

The Standard Labor Discipline Rules stipulate that the present rules have been enacted to make more strict the labor discipline in all workshops, to secure the most efficient utilization of manpower and work hours, and to attain the most efficient productivity and improvement in the quality of work. The present rules shall be enforced on all workers of North Korea without exception.

- 1 -

CLASSIFICATION

CONFIDENTIAL

CONFIDENTIAL

STATE		NAVY	NSRB	DISTRIBUTION	
ARMY	AIR		FBI		

CONFIDENTIAL

CONFIDENTIAL

50X1-HUM

Part II of the Standard Labor Discipline Rules regulates the method of hiring and firing of workers.

Part III prescribes the basic duties and responsibilities of workshop superintendents. The superintendent is responsible for correct distribution of manpower, and it is his duty to promote full display of initiative of the workers, and render practical advice. The superintendent is responsible for the maintenance of adequate supply of raw materials, work tools, parts, and other necessary materials at all times. No justification shall be made for an interruption of production because of inadequate supply of work materials due to his negligence. The superintendent must enforce strict labor discipline, and exercise a thoroughly uniform control over the workers. He must publicize among other workers the superior work experiences of model workers. The superintendent must comply with the labor protective law.

Part III also stipulates the duties of workers. Each worker must make honest and sincere efforts for the best accomplishment of his assignments. He must abide by the labor discipline rules and execute the instructions of his superintendent with utmost accuracy. He must be punctual in arriving at work, and must not waste the working hours by desultory talk or by doing things not related to his work. He must use his working hours most efficiently, and exclusively towards production.

He must keep up with his production norm, or surpass it, and at the same time constantly improve the quality of his work. He must also strive constantly to save raw materials and protect machinery and tools. All the work must be carried out strictly in compliance with the oral or written instructions of the superintendent, and the worker may not arbitrarily select his work or move about from job to job. He must conscientiously safeguard the secrets of the workshop.

Part IV of the Standard Labor Discipline Rules regulate the working hours, as to the time of arrival, departure, and rest period. The rules stress equitable distribution of work hours among the different shifts, with due consideration to the different working conditions during the different hours of the day. The provisions minutely regulate the method of changing shifts, so that the minimum time will be wasted. It is stressed that productive operations must not be interrupted by the change in shifts.

The rules forbid the following during the working hours:

1. Workers may not participate in the affairs of the political parties and social organizations which in any way interfere with the work. They may not be compelled to leave workshops to attend rallies.
2. Handing out of wages or distribution of rations shall be strictly forbidden during working hours.
3. The workers may not carry liquor into the workshop or work while intoxicated.

Part V prescribes the rules of punishment. Violation of the Standard Labor Discipline Rules may entail administrative or even criminal prosecution depending on the nature of violation. The violator may receive one or more of the following administrative punishments depending on the seriousness of his violation: (1) notice, (2) warning, (3) serious warning, (4) reduction of wages or hard labor, and (5) dismissal from work.

A worker who is late for work, or leaves work early, or is absent from work without reason, or who eats lunch before or after the specified lunch period, or in any other way uses the working hours other than for productive purpose, may receive administrative punishment. The worker who misuses more than 30 minutes

- 2 -

CONFIDENTIAL

CONFIDENTIAL

CONFIDENTIAL

CONFIDENTIAL

50X1-HUM

of his working hours by negligence may lose one full day's compensation and be deprived of the pro rata portion of the state-distributed ration. Where the misused time is less than 30 minutes, it shall be cumulative, and upon accumulation of 30 minutes of misused time he shall be charged with one day of leave without pay and lose the pro rata portion of the state-distributed ration.

The workshop superintendent is empowered with authority to conduct hearings and decide the administrative penalty for each case of violation. However, where the violator ignores the notice of summon for hearing and does not appear at the hearing, the superintendent may decide and impose penalty without a hearing. Unless the violator repeats the violation for the second time within 6 months after his first violation, the penalties other than dismissal may be removed from him [i.e., from his record] 6 months after the first offense. If the violator later proves himself to be a model worker, the penalty may be removed earlier than 6 months. A worker who produced a rejected product must redeem the cost of the material so wasted, in accordance with the state law.

- E N D -

- 3 -

CONFIDENTIAL

CONFIDENTIAL